

# YOU BELONG



We are building racial equity into our work systems and experience so that Black, Indigenous, People of Color (BIPOC), and other diverse voices are equally welcomed, valued, & feel a sense of belonging.

## OUR DEI MISSION



Commit to racial Diversity, Equity & Inclusion (DEI)



Ensure our systems & practices are equitable



Be a firm believer that people deserve respect & dignity



Engage in an ongoing process of active learning & growth



Embrace & celebrate varied identities, preferences, & perspectives



Improve racial diversity across our leadership teams

## racial equity lens

Questions to ask when making policy or practice changes:

- How could the decision impact BIPOC & other marginalized groups?
- Have we looked critically to identify opportunities to advance racial equity?



## Why racial equity?

A focus on racial equity can help determine the root of inequities within a system.



## Why is racial equity important?

Race impacts everyone & can keep other marginalized communities from effectively coming together.